

# THE WEST LODGE GUIDE TO PREVENTING BULLYING



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# What is bullying?

Bullying is the **repetitive, intentional hurting** of one person or group by another person or group, where the relationship involves an **imbalance of power**.

It can happen face to face or online.



# What is bullying?

**Bullying is behaviour which is:**

- Targeted and Repeated
- Intended to hurt somebody physically or emotionally, or to make them feel upset, scared or ashamed
- Often aimed at certain groups, for example race, gender, appearance, culture, ability , identity, religion or sexual orientation



# What are the main types of bullying we may see in primary school?

## Physical Bullying

Includes hitting, pushing, kicking, punching, slapping etc.

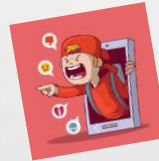


## Verbal Bullying

Teasing, name calling, threatening

## CyberBullying

Using technology (smartphone, tablet, internet) to harass victims via text, email or sending hurtful images or comments on social media.



## Prejudicial Bullying

Singling a person out for their differences including gender, race, sexual orientation, disability or culture

This covers sexual harassment, homophobic bullying and racism

## Relational Aggression/Social Bullying

Excluding others, spreading rumours, forming cliques, engaging in gossip, making fun of others, intimidating others, peer pressure

# A NOTE ABOUT PHYSICAL BULLYING

Whilst 'physical bullying' usually refers to causing pain or discomfort through kicking, slapping, punching, pushing, please be aware that constant playground chasing, grabbing, touching, tickling etc. **IF** it is repeated, targeted and unwanted, could also be considered as physical bullying. **If a child asks you to STOP, you must STOP. NO MEANS NO.**





# WHAT IS THE IMPACT OF BULLYING?

- May develop mental health problems like depression and anxiety
- May struggle with their school work
- May struggle to make friends
- May have low confidence and low self esteem
- May not want to come to school



# BULLYING VS FRIENDSHIP ISSUE

Know the difference

## BULLYING

Persistent – the behaviour has happened more than once

Targeted – the behaviour is intended to be hurtful



## FRIENDSHIP ISSUE

You have an argument/disagreement. It is hurtful but it only happens once

The person may not be as kind or thoughtful as they should be, but it is not repeated over time.





# QUIZ TIME!

## BULLYING OR FRIENDSHIP ISSUE?



Jacob has received multiple emails from another pupil on his Microsoft teams school account containing unkind words about him and unpleasant images

Bullying. Cyberbullying. Jacob should report this to a safe adult at school and tell his parents/carers.



# QUIZ TIME!

## BULLYING OR FRIENDSHIP ISSUE?



Sally and Rose have a disagreement on the playground, and say hurtful things to each other. Sally is very upset.

Not bullying. Friendship issue. The girls should attempt to resolve their differences together, or ask an adult to help them or put a worry in the west lodge worry box.



# QUIZ TIME!

## BULLYING OR FRIENDSHIP ISSUE?



Every week at after school football, the boys do not pass the ball to the girls, or 'boo' when a girl is selected for their team

Bullying. Prejudicial bullying. The girls should tell an adult





# QUIZ TIME!

## BULLYING OR FRIENDSHIP ISSUE?



Every time Charlie enters the classroom, a group of boys begin whispering, pointing and laughing at him. This makes him feel very sad

Bullying. Indirect bullying.

Charlie needs to talk to a safe adult or put a worry in the west lodge worry box

# QUIZ TIME!

## BULLYING OR FRIENDSHIP ISSUE?



Max gets jamie out during a game of king square on the playground. Jamie gets angry, pushes max, and he falls over.

Not bullying. Friendship issue. The boys should attempt to resolve their differences or speak to an adult. Physical contact of this type is not acceptable at west lodge.

# I think I'm/my friend is being bullied – what can I do?

- Tell an adult at school that you trust – they will discuss it with you and investigate this fully
- Put a note in one of the West Lodge worry boxes (located at each end of the main school corridor)
- Use the virtual worry box on MS Teams (Years 3 to 6)
- Talk to your parents about your worries





# A Pupil's Guide to Reporting Bullying

## How can I report incidents?

Speak to an adult in school: Class teacher, Year Group Leader, Learning Assistant, Mrs Kinsella, Assistant Headteacher, Mrs Thomson, Mr Dees or staff in The Nest.

## What if I am worried that others will hear me?

Staff will make a time and place so that I can talk about my worries in private.

## What if I am embarrassed to talk about it? Can I do it another way?

- I could write it on paper and put it in the Worry Box.
- I could report it electronically using the Virtual Worry Box on my class MS Teams page (Years 3 – 6).
- I could speak to my parents who could share with school on my behalf.
- I could share with a friend, who may have more confidence to seek staff support, initially



# A Pupil's Guide to Reporting Bullying

**I am scared that if I report something, this may be handled publicly and may make things worse.**

We will always try to deal with concerns sensitively, and we will always work to empower you – and provide appropriate support. By reporting your worries, we will find the solutions to ensure that the problem is dealt with.



## Strategies that we may use to support you

- Give you ideas of strategies to try yourself, and report back to us to see if it works.
- We will speak to the child, explain that their behaviour is inappropriate and that there will be consequences if it continues, but not mention your name, and see you again to monitor if it has stopped.
- We will speak to the child, mentioning your name, issue consequences if necessary – monitoring closely to see if it stops and giving further consequences if there are any more incidents.
- A member of staff may suggest a **restorative meeting**. This is when two people sit down together, and there is an opportunity to say how a situation or behaviour has made us feel, and the other person has the opportunity to apologise. We will always check first whether you are comfortable doing this, as sometimes it feels too soon or too awkward to do this. There will always be a member of staff who will lead the restorative meeting.



# A Pupil's Guide to Reporting Bullying

**What about if the behaviour stops, but then starts again?**

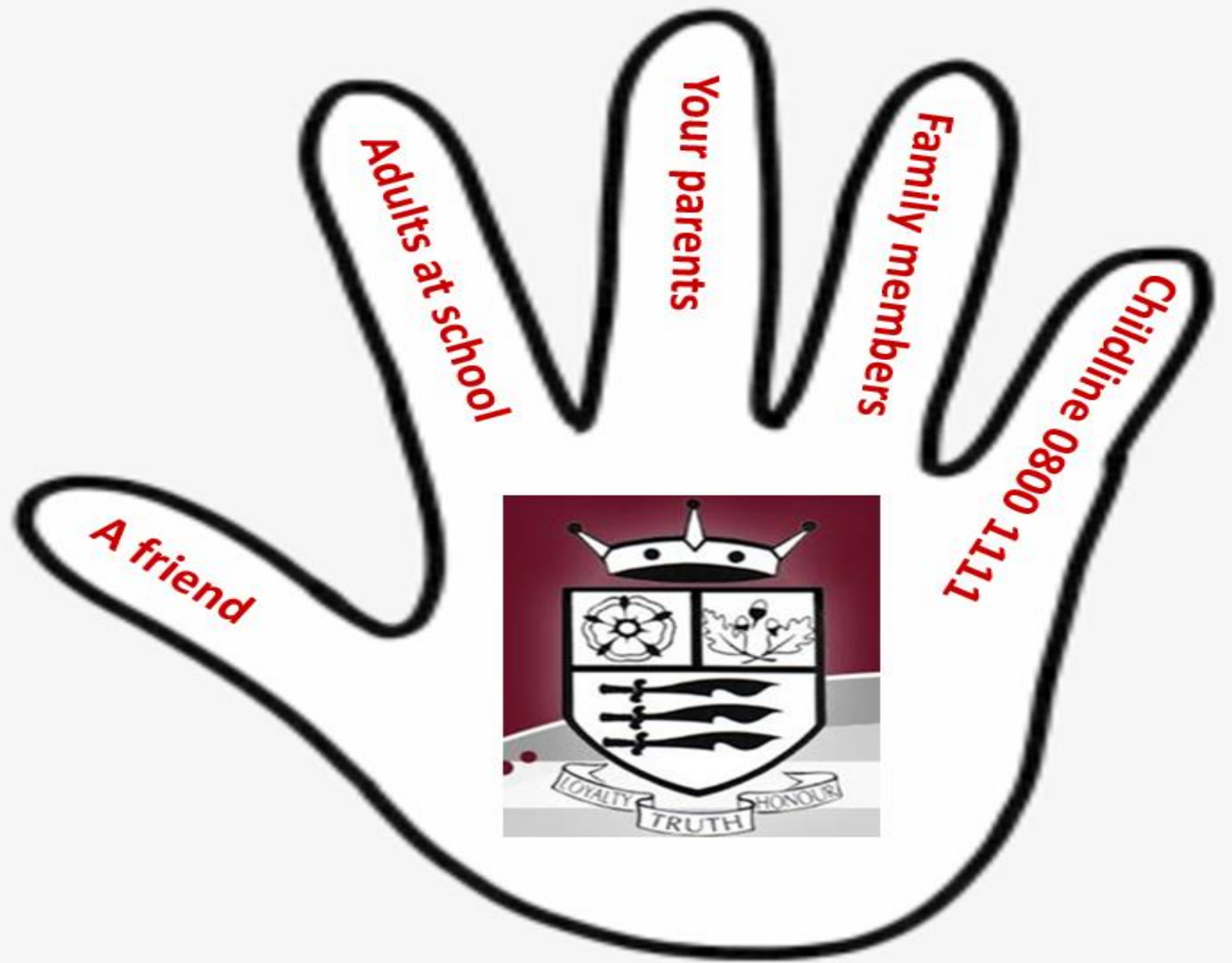
Hopefully, once the behaviour stops, it stops for good. But if there is any more evidence of it, you must once again address it, ideally, by seeing the teacher that you saw before, who will have the most knowledge.

This is why it is so important for us to monitor this together, for quite a while after the behaviour stops. At school, we want to know that the behaviour has stopped **for good**.

# Helping Hand

Feeling Worried  
or anxious?

Why not ask  
someone for a  
helping hand?



## Understanding Consent and Respecting Privacy

Consent means asking for and waiting to hear a 'yes'.

Consent is seeking and giving permission.

If one friend wants to borrow something from another friend, they must get permission.

If one friend wants to hug their friend, they should check if their friend is OK with that first.

Respecting privacy and boundaries is very important.

Remember to respect when someone says **NO (NO MEANS NO)** to unwanted touch: tickling, hugging, play fighting or other forms of unwanted touch.

Remember to seek help if you are worried or upset by anything they have been asked to do or by how you have been touched.

**MY BODY  
BELONGS TO ME**

## How can parents and carers help?

If you are worried that your child is being bullied, ask him or her directly. Encourage your child by saying that you want to help and support them, whatever the problem. Take your child seriously and find out what exactly has been going on. Don't promise to keep the bullying a secret but reassure your child that you will help them sort out the problem.

If your child tells you that they are being bullied at school, tell us straight away. The school has a clear anti-bullying policy which you may take away with you if you wish (it is also on our school website). We aim to take all incidents of bullying seriously and to investigate the issue fully.

If you are concerned that the school is not helping your child, please raise this with one of the senior leadership team



## School Actions

As a school we will:

- Encourage victims and witnesses to speak up;
- Treat incidents seriously however trivial they seem at first glance;
- Be alert for changes in behaviour, attitude and well-being;
- Listen to parental concerns and follow up any repeated incidents.

Responding to bullying We will endeavour to:

- Take all bullying problems seriously;
- Deal with each incident individually and to assess the needs of each pupil separately;
- Investigate all incidents thoroughly;
- Ensure that bullies and victims are interviewed separately;
- Obtain witness information;
- Inform staff about the incident;
- Ensure that action is taken to prevent further incidents. Such action may include: - imposition of consequences (see Positive Behaviour Policy) - obtaining an apology - informing parent(s) - provide support to pupils involved - opportunities for 'restoration of justice' to take place - establishing enhanced monitoring methods.
- Liaise with, and support, parents where bullying or cyber-bullying has taken place outside of school, as far as is reasonably possible avoid describing any pupil as 'a bully', but making it clear to any perpetrator the bullying behaviours which need to stop.

# ADDITIONAL HELP AND ADVICE

## NSPCC

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>



## Childline 0800 1111

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/bullying-cyberbullying/>



## National Bullying Helpline 0300 323 0169

<https://www.nationalbullyinghelpline.co.uk/kids.html>



# Be a Buddy



# Not a Bully